

# CURRICULUM VITAE

1. **Family name:** Kabell
2. **First names:** Dorte
3. **Date of birth:** 01.10.56
4. **Nationality:** Danish
5. **Education:**

Institution, [Date from - Date to]	Degree(s) or Diploma(s) obtained
University of Copenhagen, 1977-1983	Cand. Polit.(equivalent of M.Sc in economics and public sector management)
DJØF (Danish Association of Lawyers and economists), 2003	Diploma in Process consulting
ISO Consult, 2005	Certified lead assessor in quality management systems (ISO 9001:2000)
Danish Standard	Records management: ISO 15499

6. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Danish	Mother tongue		
English	1	1	1
French	1	1	2

7. **Membership of professional bodies:** Board member of the Danish Evaluation Society (DES), Member of European Evaluation Society, Member of Danish Industry (DI), Danish Management Council (DMR), Association of Development Professionals (U-landsfagligt Selskab), Danish Association of Lawyers and Economists (DJOEF).
8. **Other skills:** Strong interpersonal and communication skills with very substantial experience in intercultural relations. Seasoned interviewer, and skilled presenter, teacher and facilitator especially in use of various results based management techniques and issues. Experienced negotiator with strategic sense. Excellent command of all steps in results based management, including the use of various interview, questionnaire and survey techniques. Rated in various tests (Myers Briggs, Firo-B, Talent profile) as visionary, strategic, problem oriented, logical and analytical.
9. **Present position:** Director of Kabell Konsulting ApS
10. **Years within the firm:** 4
11. **Key qualifications:** Dorte Kabell has more than 20 years experience in international development organisations spanning the UNDP, OECD/DAC, the Asian Development Bank, the African Development Bank, and the Danish Foreign Ministry. After a first assignment to UNDP in Bangladesh, Dorte Kabell joined the OECD where she worked in the DAC Secretariat on various policies and wrote guidelines on aid management issues including donor coordination and technical cooperation. Subsequently she was offered a post in the Asian Development Bank where she first worked with programs in Pakistan and Sri Lanka and subsequently was appointed advisor to senior management. Accepting a proposal to join the African Development Bank as a Senior Advisor to the President, she spent close to five years in this position. In the latter two capacities, she has for almost a decade been involved in top-level negotiations on resource mobilization in general and replenishment of concessional funds in particular. Aid effectiveness and performance management permeated these negotiations and international discussions, and became her key interest. Dorte Kabell therefore accepted a post in the Danish Foreign Ministry, where she was instrumental in the development of the multilateral performance management framework. With the need for demonstrating development effectiveness becoming a priority for all development agencies, and with "managing for development results" at the forefront of the international aid debate, Dorte Kabell chose to establish her own company in January 2004, dedicated to results based management. She has since been involved full time in conceptualizing and developing performance management systems and results measurement in various international aid organisations, and has also conducted a number of major evaluations. She actively participates in the international community of practice on managing for results and is a Board member of the Danish Evaluation Society.

## Professional experience

Date from - Date to	Location	Company	Position	Description
October 07-October 08	Copenhagen, South Africa, Ghana	Danish Institute for International Studies (DIIS)	Project manager	Synthesis of the results of the first phase of the Evaluation of the Paris Declaration
October 07	Copenhagen	Billetoft Aps	Senior consultant	Assessment of the nexus crosscutting issues/PD principles for evaluation study of Danida for the Paris Declaration evaluation
September -October 07	Madagascar	World Bank Institute	Team leader	Final evaluation of transformational leadership programme
August 07	Copenhagen	Capacitate	Individual consultant	Organizational review and assessment of proposals for Danida Gender networks
August-October 07	Copenhagen	Danida	Individual Consultant	Review of the Danish Regions of Origin Initiative and development of new strategic framework
February-June 07	Copenhagen	Danida/DAC	Individual Consultant	Process consultant for DAC workshop on aid effectiveness and cross cutting issues
January-June 07	Burundi	World Bank Institute	Individual Consultant	Development of evaluation framework, and application of instruments and tools for evaluation of leadership and capacity development intervention
January 07- April 07	Copenhagen	Copenhagen Development Consultants	Team Leader	Comparative study of RBM systems of Danida, Cida, DFID and World Bank for SIDA
November 06-January 07	Copenhagen	PARC	Individual Consultant	Paper on statistical capacity for Third International Meeting on Managing for Development Results, February 2007, Hanoi.
June 2006-June 2007	Washington	World Bank Institute	Team leader	Development of evaluation framework, instruments and tools for evaluation of leadership and capacity development interventions
September 2006-September 2007	Copenhagen, Brussels, New York, Washington	Aide à la Décision Économique (ADE)	Senior expert	Evaluation of the European Commission's aid delivery through development banks and EIB, including development of a typology of interventions and evaluation of impact.
March 2006-June 2006	Denmark	Danida	Individual consultant	Assessment of multilateral performance management framework, and suggestions for improvement.
April 2006-June 2007	Madagascar	World Bank Group	Individual consultant	Evaluation of major leadership and capacity development programme operating out of the Office of the President.
May 2006-June 2007	Madagascar	World Bank Institute	Individual consultant	Process evaluation of a series of leadership initiatives for top level political leaders and civil servants
Feb.2006-June 2006	United States	World Bank Group	Individual consultant	Methodology and evaluation instruments for evaluating leadership interventions and capacity development for leadership.
Nov.2005-Jan 2006	Denmark	Danida – KVA	Team leader	Analysis of performance data and drafting of report on measuring bilateral and multilateral development assistance
Dec 2005-Jan.2006	Marseille, France	World Bank Institute	Individual consultant	Development of business case and Balanced Score Card for World Bank Office in Marseille (KNA-MENA)
Nov.05-July 2006	Denmark/ Egypt	Danida/ IM-Partners	Team Member	Developing a Business Plan and a results based management system for Environment Protection Agency
Sep.2005-September 2007	Denmark/ Kenya	Danida/UNEP	Project Coordinator	Coordination of major institutional review of UNEP, including strengthening of RBM systems
April-June 2005	Denmark	Danida	Team leader	Development of performance indicators in the area of public private partnerships.

April-May 2005	Madagascar	World Bank Group	Individual consultant	Development of evaluation instruments to assess effectiveness of leadership training and capacity development initiatives in Madagascar.
March-April 2005	Nicaragua, Honduras, Denmark	Danida	Team leader	Review of the Central American Bank for Economic Integration (CABEI) to assess organizational performance as a basis for resource allocation decisions.
February 2005	Denmark	Danida	Individual consultant	Assessment of output from performance management system related to sector programmes in thirteen programme countries.
Dec. 2004 - Feb. 2005	Denmark	Danida	Individual Consultant	Assessing the Results based management systems of IFAD and UNHCHR as part of the performance management system for Danish multilateral development assistance. Presentation of methodology to DAC Task team on Agency Performance
Dec. 2004	Madagascar	World Bank Institute	Senior Consultant	Design and delivery of a monitoring and evaluation training course for 30 participants from various training institutions, ministries and the Presidency and vice presidency.
April- Nov. 2004	Denmark/ United States	Danida/OECD-DAC	Senior Consultant	Conceptual development and testing with UNDP of a new approach to evaluating multilateral organisations, and presentation to DAC evaluation network.
Jan.-July 2004	Madagascar/ Copenhagen	World Bank	Individual Consultant	Evaluation of innovative, three-component training programme for ministers and top civil servants in Madagascar.
2001-2003	Denmark	Ministry of Foreign Affairs	Special Advisor	<i>Quality Assurance Unit:</i> Development of multilateral performance management framework and development of tools for results measurement; presentations and training in results management techniques; member of OECD/DAC Joint venture on managing for development results
1997-2001	Abidjan, Cote d'Ivoire	African Development Bank	Senior Advisor to the President	<i>President's cabinet:</i> Member of the senior management team with responsibility for relations with donor capitals, international partners and members of the Executive Board; strategic partnerships, negotiations on resource mobilization and replenishments (ADF). Positioning the Bank and representation in international meetings and conferences on development issues; from 1998 concurrently the Bank's gender advisor
1992-1997	Manila, Philippines	Asian Development Bank	Advisor to Vice-president (finance & admin.)	<i>Office of VP (A&amp;F):</i> Resource mobilization and ADF replenishments, donor liaison, establishment and oversight of resident offices in Europe, Japan and the US. <i>Development policy division:</i> strategic planning, donor coordination and resource mobilization. <i>Programme department:</i> oversight of project portfolio, and annual programming for Pakistan and Sri Lanka
1986-1992	Paris, France	OECD/DAC	Administrator	<i>Economics and Environment Division:</i> statistical analysis, policy research and papers. <i>Aid Management Division:</i> Drafting and presentation of guidelines and policies on donor coordination and technical assistance, inter alia.
1983-1986	Dacca, Bangladesh	UNDP	Young Professional	Implementation of TA projects, M&E, humanitarian assistance, and donor coordination.

## 12. Other relevant information:

### Publications:

*Real Politik and Development Assistance*; MS Forlag, Copenhagen, 1983

"What Progress on Primary Health Care", OECD Observer, 1990